
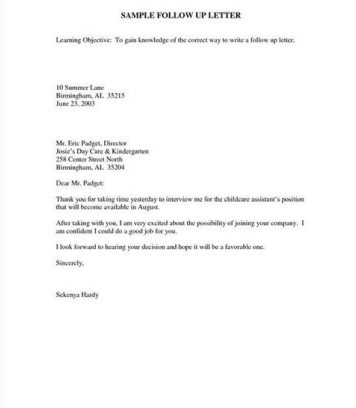


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8 QUESTIONS YOU SHOULD ASK AT THE END OF EVERY JOB INTERVIEW

- 1 What are the most important things you'd like me to accomplish in the first three months if I am hired for this position?
- 2 Is there anything at all that you'd like me to clarify for you?
- 3 How do you see my skills and experience fitting with the needs of your company?
- 4 What are the prospects for growth in this job?
- 5 What do you enjoy most about working here?
- 6 How is performance typically measured and reviewed?
- 7 When do you expect to be making a hiring decision?
- 8 May I follow up with you to find out your decision? (ask if you may have their business card. This way you'll have their information to follow up and to write a thank you note after the interview.)

Questions for Teamwork: Describe a situation when you had to work closely with a difficult or confrontational coworker. If it's raining, how would you entertain a group of 10-20 campers? Did you accomplish that goal? What sorts of activities would you do with a group of children in (ages the counselor will be working with) age group? How did you resolve the conflict? Situational Interview Questions: What would you do if one of your campers refused to do an activity? Do you find yourself stepping into these roles frequently? How did you address the situation? . Uncover Motivation and Values: Discuss a challenging situation or problem where you took the lead to correct it instead of waiting for someone else to do it. Talk about a time when you had not communicated well. This task can seem daunting when it implies hours on the phone chasing down references who don't provide much helpful information about your candidate. Who was involved? Describe a conflict you had with other camp counselors. Best Camp Counselor Questions to Ask Below you'll find a sample list of camp counselor interview questions that you should use during the job interview process. How did you manage this situation while ensuring your other campers were adequately cared for? He strongly feels this feedback would've been missed using phone-based reference calls. That includes 4% of candidates who are flagged by Checkster for potentially faking their references. Do you prefer to work alone or with others? Talk about a time when you felt overwhelmed. Tell me about a time that you helped solve a particularly difficult issue with a child. Check Camp Counselor Candidate References to Avoid Unsuitable Hires Recruiting camp counselors is a serious task. Common Interview Questions for Camp Counselors: What qualifications do you have that make you suitable for this position? What do you do when you don't know the answer to a question? How did you handle it? How do they handle children who require positive discipline? By asking the right questions during the interview and gathering significant, candid feedback from your candidates' references, you'll be able to weed out any bad hires and focus on bringing only safe, caring, responsible and capable individuals in to run your camps. Describe a time when you received negative feedback and turned it into something positive. Share an example of an awkward situation at work. Describe a time when you went over and above your role as a camp counselor. What did you dislike? Recruiters and managers are saving precious hours of reference checking time, while gathering better candidate information. You notice a couple of cliques forming among the campers, how would you address this to ensure every camper felt included? Questions to Test for Adaptability: Tell me about a time you were under a lot of pressure. Why would you be a good fit for our camp? How would you respond to a parent who is upset about how you handled their kid(s)? Why did you decide to interview for our camp rather than another one? Questions to Assess Communication Style: Give an example of a time when you were able to successfully persuade a camper to agree to an activity they did not want to do at first. Be prepared with several camp counselor interview questions related to working with children, age specializations, as well as behavioral interview questions related to child care. Save Time with Reference Check Automation The best part is that by using Checkster's reference check service to gather this more thorough, candid feedback there is much less work for your organization. Describe a time when you anticipated potential problems with a camper/child and initiated preventative measures. How would you handle a fight between two campers? Time spent checking references drops from 72 minutes per candidates down to just 2 minutes! "The reference check process which had previously been time consuming, inconsistent and lengthy-- is now effortless." - YMCA of the Greater Twin Cities Recruiting and hiring quality camp counselors can be an arduous task. And the results have been outstanding. How did you handle the situation? How did you ensure that you accomplished it? Do they have solid experience working with little ones? What do you find most difficult about being a camp counselor? What were those activities? The best way to ensure you hire camp counselors that are a good fit for your camp is to implement a rigorous reference checking process. What made you want to be a camp counselor? Do you hope to have a career working with children? Questions to Assess Time Management: Describe your experience with a very disruptive or upset child who required a lot of your time. Name an activity you would do with children of [insert age group]. Without our fraud detection, all these unfit candidates may have otherwise slipped through the interview process. Describe a time where you had to come up with activities that worked for campers of different age groups. What were the outcomes? Sample Behavioral Interview Questions for Camp Counselors: Behavioral Interview Questions: Explain a time when you had a conflict with a friend, coworker, or employer. With what age groups do you have experience working? On average, many customers are finding through the reference feedback that up to 10% of their candidates are deemed unsuitable to work with children. Checkster partners with many of the YMCAs, Boys & Girls Clubs, Early Childhood Education Centers, and such throughout the United States and globally to automate their reference checks, streamlining an otherwise time-consuming and manual process, and capturing better feedback while ensuring the best quality hires. That's a very fast turnaround time versus traditional phone references. Tell me about a time you failed. Are you in the process of or thinking about hiring a camp counselor? What are their communication skills like? Questions related to stress, time management, and pressure situations are perfect for assessing your camp counselor candidates. Tell me about a time where you stepped into a leadership role. Behavioral based interview questions will give you a sense of how a counselor will perform or behave in specific circumstances. What do you think are the top three qualities everyone who works with kids must have? How do you handle stressful situations? Were you able to collaborate or work through your differences? Give an example of a time when you helped an upset/sad child and made them happier. How would you handle a camper who misbehaves or does not listen to instructions? What was going on, and how did you get through it? Give an example of an important goal you set for yourself. Camp counselors provide important guidance and are responsible for the safety of children and campers of varying ages. How did your persuade this person? Parents

are entrusting your camp to take good care of their children and keep them safe and happy. How did you correct the situation? What was the conflict and how did you handle it? What was the conflict? What did you like about it? What do you like most about working with kids? Did you attend camp as a child? Do you have any CPR or other medical certifications/training? How do you handle a homesick camper? Are you a team player? What did you do? What motivated you to put forth the extra effort? Behavioral Interview Questions for Camp Counselors As a camp or youth program recruiter, you may want to leverage behavioral interview questions when hiring camp counselors. You'll find typical interview questions, situational, behavioral, and interview questions used to gauge teamwork, and more. One YMCA manager mentioned to us that he couldn't believe the negative reviews they were seeing for some candidates who would have otherwise been hired. How did you deal with this situation? How do you overcome this difficulty? Are you catching these unsuitable candidates with your current reference checking process? It's important to know at minimum: Do your counselor candidates have patience in chaotic situations? Give an example of a mistake you've made? In fact, time-to-fill for the YMCAs decreased by 1-3 weeks because on average references submit their feedback within 1 day.

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